



DEPARTMENT OF THE NAVY
OFFICE OF THE ASSISTANT SECRETARY
RESEARCH, DEVELOPMENT AND ACQUISITION
1000 NAVY PENTAGON
WASHINGTON DC 20350-1000

OCT 7 2005

MEMORANDUM FOR DISTRIBUTION

Subj: DEPARTMENT OF THE NAVY (DON) INTERIM GUIDANCE FOR
ACQUISITION, TECHNOLOGY, AND LOGISTICS (AT&L) WORKFORCE
EDUCATION, TRAINING, AND CAREER DEVELOPMENT PROGRAM

- Ref. (a) DoDD 5000.52, "Defense AT&L Workforce Education, Training and Career Development Program," January 12, 2005
(<http://www.dtic.mil/whs/directives/corres/html/500052.htm>)
(b) SECNAVINST 5300.36, "DON Acquisition Workforce Program," May 31, 1995

The National Defense Authorization Acts for Fiscal Years 2004 and 2005 made changes to United States Code Title 10, Chapter 87 (Defense Acquisition Workforce Improvement Act (DAWIA)). It established a single Defense Acquisition Corps, streamlined outdated and obsolete provisions, and provided additional management flexibilities to create a professional, agile and motivated AT&L Workforce.

In January 2005, the Department of Defense (DoD) published reference (a) to provide overarching policies and responsibilities for implementation. A DoD Instruction (DODI) and web-based "Desk Guide" will be published in the coming months. We've been working with OSD, and your staffs have supported us as we drafted DON comments on the proposed changes. While many of the statutory requirements remain in place, we've worked hard to reduce the administrative burden to you and your staff and to make the guidance user-friendly and an "easy read."

We've been waiting for this guidance to update reference (b), which is more than 10 years old. The DODI and DOD web-based desk guide should be published soon. In the interim, we've developed guidance to implement the DAWIA II changes within the DON. This interim guidance will remain in effect until further notice. It is consistent with the revised DOD guidance. The interim guidance and reference (b) will be replaced by a streamlined SECNAV instruction and a DON supplement to the DoD Desk Guide in six to nine months.

The DON DACM Interim Guidance is a web guide and is posted on the DON DACM home page at <http://www.acquisition.navy.mil/navyaos/content/view/full/62>. The guidance addresses the following topics:

- DoD Management Structure
- Critical Acquisition Positions (CAPs)
- Key Leadership Positions (KLPs)

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- AT&L Career Field Certification
- Single Defense Acquisition Corps
- Assignments to Acquisition Positions
- Assignments To Key Leadership Positions and Other ASN(RDA) Special Interest Critical Acquisition Position
- AT&L Waivers

As you apply the interim guidance, please let us know if we need to make any changes. I'm hoping that we can work out any bugs to our procedures during the next several months before we finalize the SECNAV Instruction. Please let my Chief of Staff/Director for Acquisition Workforce Policy (Mrs. Carolyn Willis at <mailto:carolyn.willis@navy.mil> or 703-614-2695) know of any concerns you may have.



C. E. STELLOH-GARNER
Director, Acquisition Career Management

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